



**Australian
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Statistics**

1993

THE AUSTRALIAN LABOUR MARKET

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**THE AUSTRALIAN
LABOUR MARKET
1993**

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AUSTRALIAN BUREAU OF STATISTICS

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INQUIRIES • *for information about other ABS statistics and services please refer to the last page of this publication.*

INTRODUCTION

Every month the Australian Bureau of Statistics (ABS) delivers new insights into the Australian labour market from its monthly labour force survey.

While the main focus of the major publications of labour force data is usually the change to the unemployment rate or the level of employment or unemployment, there are numerous other aspects which are of interest. More detailed information is available in a variety of media, including *Statistics Weekly* - an ABS publication which summarises the highlights of ABS recent releases.

Over a series of issues, *Statistics Weekly* presents many summary articles on the nature and the dynamics of the labour market. They describe the results of the Monthly Labour Force Survey and associated supplementary surveys. This present publication presents a compilation of those articles, published during 1993 or early 1994 together with extracts from articles appearing within *The Labour Force Australia* (6203.0). They illustrate the wide range of information available from the ABS labour statistics program.

The topics covered are many and varied. They range over the state of the labour market; the demographic characteristics of the working age population; the nature of employment; the job search experience of the unemployed; a comparison of the Australian unemployment rate to that of other OECD countries and several other dimensions of the labour market and the characteristics of people in it.

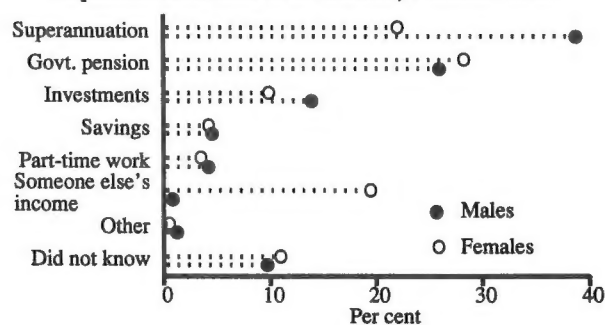
Much more detail on these topics is available. More information about the products and services offered by the ABS from the labour statistics program can be obtained by contacting any of the ABS offices listed on page 47.

More intending retirees see superannuation as main source of income

In October 1992, there were 5,235,400 Australians aged 45 and over. Of these 2,800,100 had retired from full-time work. Retired persons make up 44 per cent of males and 63 per cent of females in this age group, according to an Australian Bureau of Statistics Survey of Retirement and Retirement Intentions conducted in October 1992.

One third of the 1,740,000 persons aged 45 and over in the labour force at October 1992, expected superannuation to be their main source of income in retirement — 38 per cent of males and 22 per cent of females. These proportions have increased since the previous survey which was conducted in November 1989 when 32 per cent of males and 18 per cent of females expected superannuation to be their main source of income.

PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK
Expected main source of income, October 1992



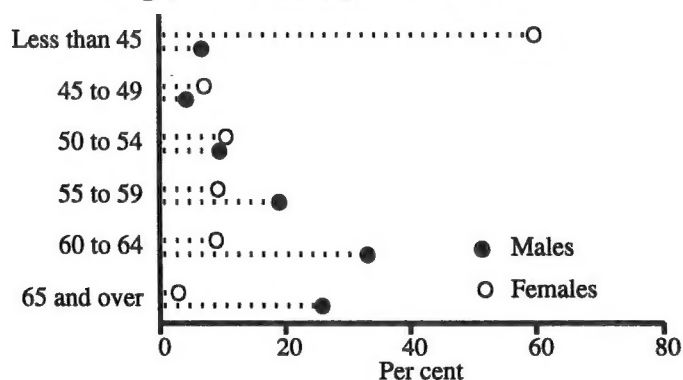
Of the total 2.8 million retired persons, 1.7 million had retired at age 45 or over. For these persons, the proportions of males and females who relied on a government pension were similar (62 per cent and 60 per cent respectively). However the survey found differences between the other main sources of income at October 1992. Some 14 per cent of males reported superannuation as their main source of income compared with 5 per cent of females. For females, 15 per cent said someone else's income was their main source while 2 per cent of males reported this category.

PERSONS WHO RETIRED AT AGE 45 OR OVER
Main source of income
Per cent

Main source of income	November 1989		October 1992	
	Males	Females	Males	Females
Superannuation, or similar scheme	12.8	3.5	13.5	4.5
Government pension	63.3	62.6	61.8	60.1
Investments, stocks etc.	14.3	8.9	15.3	10.9
Savings, sale of assets	2.7	1.9	1.8	1.2
Part-time work	3.1	4.2	3.0	5.6
Someone else's income	1.5	17.3	1.5	15.0
Other	2.2	1.6	3.1	2.7
Total ('000)	980.3	629.7	1,042.8	674.0

In October 1992, 1,216,500 persons had retired early, that is, at age 45 or over but before the standard retirement ages of 60 for females and 65 for males.

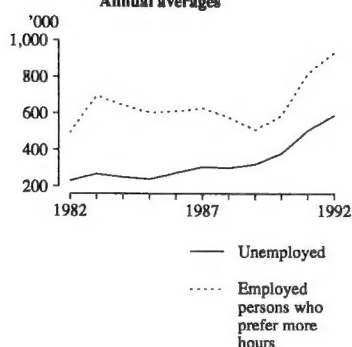
**PERSONS AGED 45 AND OVER WHO HAD
RETIRED FROM FULL-TIME WORK**
Age at retirement, October 1992



The reasons for early retirement continue to be dominated by personal factors such as ill health or injury (40%) and the simple decision not to work any longer (21%).

For further information, order the publication *Retirement and Retirement Intentions, Australia*, (6238.0), or contact Mark Patton on (06) 252 7204.

UNEMPLOYED AND NOT FULLY EMPLOYED PERSONS
Annual averages



More part-timers want more work

In December 1992, 68 per cent of part-time workers were satisfied with the number of hours that they worked. The remaining 32 per cent of part-time workers would have preferred to work more hours and as such may be categorised as "not fully employed". Of the 7,750,100 employed persons in December 1992, 634,700 persons were in this category. Of these, the full-time worker component was 10 per cent.

A minority of these persons were actively looking for extra work. In December 1992, some 60 per cent of persons employed part time who reported a preference to work more hours had not taken active steps to find full-time work.

For many years the ABS has used the term "underemployment" to include persons employed part time who would prefer to work more hours and full-time workers who worked less than full-time hours due to economic reasons such as short time and insufficient work. Nowadays, this group is described as "not fully employed", while statistical measures of underemployment relate to such persons who have taken active steps to find extra work, and/or are available to take up work with more hours.

The number of employed persons preferring to work more hours has been rising since 1988, when the annual average was 300,700 persons (little different from the 1987 average of 306,900 persons). The 1992 average was 591,200, equivalent to an increase of 18 per cent per year over the four year period. This increase has generally coincided with increases in unemployment.

PART-TIME WORKERS ('000)
Annual averages

Year	Prefer to work more hours			Total part-time workers		
	Males	Females	Persons	Males	Females	Persons
1988	84.9	178.2	263.0	314.5	1,151.8	1,466.3
1989	85.8	193.9	279.7	348.1	1,237.6	1,585.7
1990	103.7	216.3	320.0	371.0	1,292.0	1,663.0
1991	147.4	270.6	418.0	405.1	1,309.0	1,714.1
1992	189.9	320.4	510.2	452.9	1,358.6	1,811.4

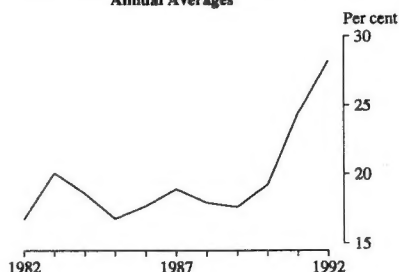
In December 1992, some 62 per cent of part-time workers wanting to work more hours were females, whereas 75 per cent of all part-time workers were female. Male part-time workers are more likely to prefer longer hours than females, although for both groups the proportion of workers who would prefer to work more hours has been increasing markedly in the last four years. In December 1992, 49 per cent of male part-time workers and 27 per cent of female part-time workers wanted more hours compared with 34 per cent and 18 per cent respectively in December 1988.

The desire to work more hours was highest among part-time workers in the 20-24 years age group (56 per cent) in December 1992. This ratio decreased for older age groups, falling to 12 per cent of part-time workers aged 55 years and over in December 1992.

PART-TIME WORKERS BY AGE DECEMBER 1992 ('000)

	<i>Prefer to work more hours</i>			<i>Total part-time workers</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
15-19	56.4	72.8	129.2	123.1	185.4	308.5
20-24	47.6	67.1	114.7	76.6	127.9	204.5
25-34	46.5	63.1	109.7	69.3	292.8	362.1
35-44	26.8	96.3	123.1	47.9	399.2	447.1
45-54	23.1	50.0	3.1	43.6	239.4	283.0
55 and over	14.6	7.5	22.1	81.9	98.1	180.0

PART-TIME WORKERS
WHO PREFER TO WORK MORE HOURS
Annual Averages



One internationally accepted measure of underemployment is the number of part-time workers who reported that they would prefer to work more hours and had actively looked for full-time work in the previous four weeks. In December 1992, 40 per cent of persons employed part-time who would have preferred to work more hours had actively looked for full-time work, compared with 39 per cent in December 1988.

In December 1992, 36 per cent of all part-time workers who worked 6-10 hours would have preferred to work more hours. (Of the hours worked ranges tabulated, 6-10 hours had the greatest number of such workers.) Of these persons, 45 per cent had actively looked for full-time work. In December 1988, 27 per cent of part-time workers who had worked 6-10 hours would have preferred to work more hours, and of these, 41 per cent had actively looked for full-time work.

PART-TIME WORKERS: PREFERENCE FOR MORE HOURS DECEMBER 1992 ('000)

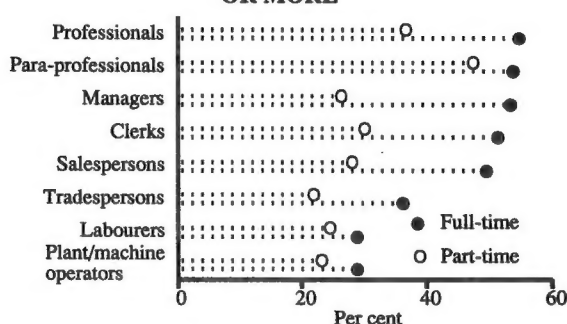
<i>Hours</i>	<i>Did not prefer to work more hours</i>	<i>Preferred work more hours</i>		<i>Total</i>
		<i>Actively looked for full-time work</i>	<i>Did not actively look for full-time work</i>	
0	53.1	8.1	16.8	77.9
1-5	128.0	32.7	53.1	213.7
6-10	218.0	55.0	67.9	340.9
11-15	172.3	33.4	46.9	252.6
16-20	233.1	47.5	59.7	340.3
21-29	239.3	33.7	62.7	335.8
30-34	169.5	19.6	34.8	223.9

For further information, order the publication *The Labour Force, Australia* (6203.0), or contact Heather Crawford on (06) 252 6525.

Change afoot in the workplaces of Australia

The Survey of Career Experience, conducted for the first time in February 1993, has confirmed a very high incidence of change in the working lives of Australian employees.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE



Although more than three-quarters (78%) of Australia's 6.3 million wage and salary earners had worked with their current employer for one year or more, almost all (96%) of these employees reported some change in their work in the last 12 months. The changes most commonly reported were 'more responsibility' (42%), 'new, different or extra duties' (39%) and 'used different computer based equipment or packages' (32%).

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: ALL CHANGES IN WORK, FEBRUARY 1993

All changes in work with current employer in the last 12 months

	Full-time	Part-time	Males	Females	Persons
— per cent —					
Employees excluding owner managers					
Promoted	8.9	2.0	7.6	7.6	7.6
Transferred	10.1	3.9	8.9	9.0	9.0
Employees including owner managers					
Change in hours	12.3	28.5	13.1	18.1	15.2
Used different computer based equipment or packages	34.7	18.1	31.4	32.0	31.7
Used other different machinery, tools or equipment	21.3	12.8	23.2	15.2	19.8
Changed location of employment	10.8	5.7	10.6	9.0	9.9
New, different or extra duties	41.8	26.9	38.6	39.8	39.1
More responsibility	45.1	25.8	42.2	40.9	41.6
None of the above	4.8	2.9	5.1	3.6	4.5
	— '000 —				
	4,048.1	894.5	2,811.6	2,131.0	4,942.5

Of all employees who had worked with their current employer for one year or more, 8 per cent had been promoted in the last twelve months and 9 per cent had transferred to another position with their employer. Employees working at large locations (100 or more employees) were more likely to have been promoted and transferred (10% and 12%) than those at very small locations (less than 10 employees) where 3 per cent had been promoted and 4 per cent transferred.

Along with the changes occurring in the workplace, 42 per cent of the 4.6 million wage and salary employees who had worked with their current employer for one year or more reported that their work performance had been formally appraised in the last twelve months.

The industries where performance appraisal was most common were:

- ☐ finance, property and business services (60%);
- ☐ electricity, gas and water (50%); and
- ☐ public administration and defence (49%).

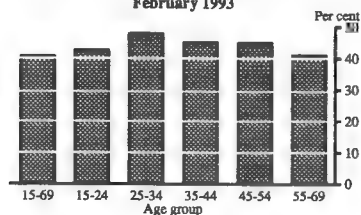
For full-time employees, 45 per cent had been given a formal appraisal compared with 30 per cent of part-time employees. For both full-time and part-time workers, the proportion of employees who had been appraised was slightly higher for females than for males.

In February 1993, there were 1.3 million employees who had been with their current employer for less than 1 year. Of these, 63 per cent worked full time and 59 per cent were permanent employees. In comparison, 2.5 million employees had been with their current employer for 5 years or more. Of this group, 87 per cent worked full time and 91 per cent were permanently employed.

The survey also collected details of breaks from work. In February 1993, there were 200,400 job-holders who had had a break from work of six months or more, while with their current employer. The majority of this group were female (69%), two-thirds of whom took the break for family reasons. Females were more likely to have had unpaid leave (53%) than males (32%) and for longer periods of time. Some 34 per cent of females who had taken a break, had breaks of one year or more compared with 29 per cent of males.

For further information, order the publication *Career Experience, Australia* (6254.0), or contact Mark Patton on (06) 252 7204.

PERSONS AGED 15 TO 69 WITH POST-SCHOOL QUALIFICATIONS
February 1993



Educational achievement increases in working-age population

Survey results released from the annual survey of Labour Force Status and Educational Attainment indicate that people aged 15 to 69 with post-school qualifications are rapidly approaching a time when they will be in the majority of the working-age population.

The survey showed that in the year to February 1993 the population of 15 to 69 year olds increased by 150,000 to 12.3 million. At the same time the number of people with post-school qualifications increased by 246,000 to 5.3 million.

In February 1993, 2,369,500 people reported having a certificate or diploma qualification, 1,676,600 people reported trade qualifications and 1,208,300 people had a degree or higher qualification.

Educational attainment changes since February 1992 include:

- ☐ employed people with post-school qualifications rose by 108,700;
- ☐ employed people without qualifications declined by 137,500; and
- ☐ the number of people with qualifications who were not in the labour force had increased by 87,300.

EDUCATIONAL ATTAINMENT OF PERSONS AGED 15 TO 69
'000

	February	
	1988	1993
With post-school qualifications	4,386.7	5,322.1
Degree	868.4	1,208.3
Trade qualification	1,551.8	1,676.6
Certificate or diploma	1,930.8	2,369.5
Other	35.8	67.7
Without post-school qualifications	6,396.0	6,396.2
Still at school	586.3	587.4
All persons	11,369.0	12,305.6

UNEMPLOYMENT RATES



The survey found that the number of unemployed with all categories of post-school qualifications had more than doubled since 1988. Also, people with post-school qualifications accounted for 90 per cent of the total rise in unemployment over the year.

At the same time however, the number of employed people with such qualifications rose by 589,400, or 18 per cent, while the number of people without post-school qualifications and in jobs declined by 227,700 or 6 per cent.

The survey also found wide variations in labour force participation according to the level of education attained. Participation rates in February 1993 were:

- ☐ 81.4 per cent for people with post-school qualifications;
- ☐ 74.4 per cent for those who had attended the highest level of school available;
- ☐ 59.6 per cent for those who had attended school but not to the highest level; and
- ☐ 26.3 per cent for those (42,700 or 1% of the surveyed population) who had never attended school.

In the five years since the February 1988 survey, the number of people with post-school qualifications has increased by 935,400 or 21 per cent. More than two-thirds of this increase was among people aged 35 to 69.

At the same time, those without qualifications were more likely to attain higher levels of schooling, with the number of people attending the highest level of school increasing by 417,000 (30%), while those leaving before year 12 declined by 422,900 (9%).

For further information, order the publication *Labour Force Status and Educational Attainment, Australia* (6235.0), or contact Nicolle Wittmann on (06) 252 6578.

The ins and outs of the labour force

An estimated 9.4 million persons aged between 15 and 69 had been in the labour force, that is, either worked or looked for work at some time during the year ending March 1993. Of these people, 7.0 million spent the whole year in the labour force.

Some 76 per cent of persons aged 15 to 69 spent all or part of the year participating in the labour force. Overall, this proportion has remained steady for the past three years. During this time, however, there has been a decrease in participation rates of those aged between 15 and 44, particularly those aged 15 to 19, balanced by an increase in rates of those aged 45 to 59 (due largely to a rise in female participation in this age group).

LABOUR FORCE PARTICIPATION DURING THE PRECEDING YEAR

Age group	March 1990			March 1993		
	Males	Females	Persons	Males	Females	Persons
15 to 19	75.4	73.4	74.4	68.6	67.9	69.3
20 to 24	95.8	86.5	91.1	94.3	85.7	90.0
25 to 44	97.0	79.2	88.1	96.5	77.1	86.8
45 to 59	88.9	58.6	74.1	89.1	64.6	77.2
60 to 69	40.0	12.5	25.9	39.3	13.2	25.9
Total	86.2	67.1	76.7	85.4	67.0	76.3

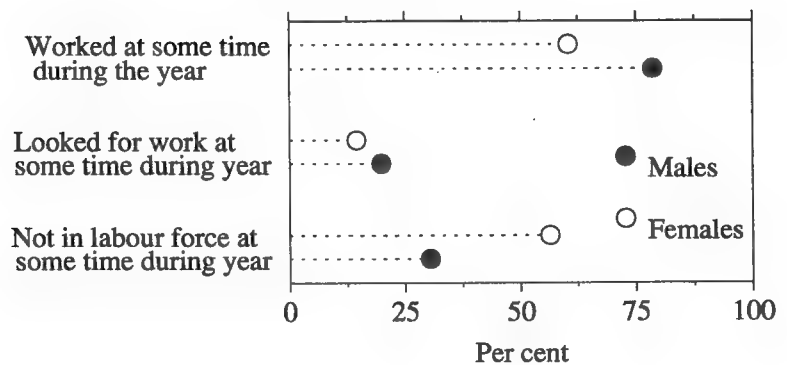
The results of the March 1993 Labour Force Experience survey also showed that of the 12.3 million Australian residents aged 15 to 69:

- ☐ 8.6 million persons (70%) had worked at some time during the year;
- ☐ 2.1 million persons (17%) had looked for work at some time during the year; and
- ☐ 5.3 million persons (43%) were out of the labour force at some time during the year.

During the year ending March 1993, an estimated 4.0 million males (65% of all males) and 1.9 million females (31% of all females) had worked all the weeks that they worked on a full-time basis. In 1990, the comparable proportions were 72 per cent and 33 per cent.

Of the 2.1 million persons who looked for work at some time during the year, 18 per cent had looked for work for all 52 weeks, while 38 per cent had looked for work for less than 13 weeks. Some 23 per cent of those who looked for work at some time had more than one spell of looking for work during the year.

LABOUR FORCE EXPERIENCE
During year ending March 1993
All persons aged 15 to 69



Some 2.0 million females and 0.9 million males neither worked nor looked for work at any time during the year. Of those females not in the labour force at any time, 70 per cent reported the main activity while not in the labour force as 'home duties/childcare'. For males who were not in the labour force for the whole year, the main activities reported were 'retired/voluntarily inactive' (45%) and 'attended an educational institution' (29%).

An additional 1.1 million persons were out of the labour force for less than 13 weeks. For these persons, the main activity while out of the labour force reported for both males and females was 'travelled/moved house/holiday' (45% and 38% respectively).

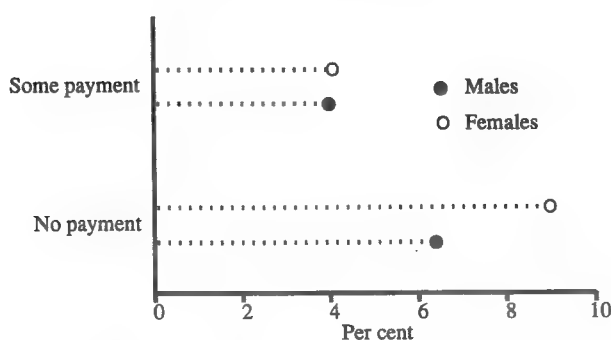
For further information, order the publication *Labour Force Experience, Australia* (6206.0), or contact Jenny Poulton on (02) 252 6661.

Work in selected culture, leisure activities

The March 1993 supplement to the Monthly Population Survey collected data on paid and unpaid involvement in selected culture and leisure activities during the previous 12 months. The results of that survey are presented in *Work in Selected Culture/Leisure Activities, Australia, March 1993 (6281.0)*.

The survey found that 1.6 million Australians 15 years and over participated in culture and leisure activities in the year, with just over a third of them receiving some payment for their involvement.

PARTICIPATION RATES



Females had a higher participation rate than males (13.1% for females and 10.5% for males), whilst for all persons, the age group with the highest participation rate was that of 35-44 year olds (17.0%).

PERSONS INVOLVED IN PAID AND UNPAID CULTURE AND LEISURE ACTIVITIES

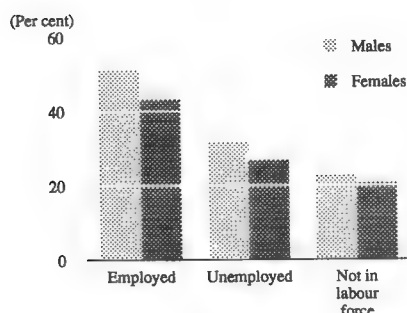
Characteristics	Some payment received		No payment received		All involvement	
	Participation rate		Participation rate		Participation rate	
	Total '000	per cent	Total '000	per cent	Total '000	per cent
Sex						
Males	272.9	4.0	431.9	6.4	704.8	10.5
Females	282.2	4.1	613.6	9.0	895.9	13.1
Age group						
15 to 24 years	87.3	3.2	211.0	7.7	298.3	11.0
25 to 34 years	147.1	5.2	204.9	7.3	352.0	12.5
35 to 44 years	170.5	6.4	282.6	10.6	453.1	17.0
45 to 54 years	100.2	4.9	154.6	7.5	254.8	12.4
55 to 64 years	34.2	2.3	97.0	6.6	131.3	9.0
65 years and over	15.9	0.8	95.3	5.1	111.2	5.9
Total	555.2	4.1	1,045.5	7.7	1,600.7	11.8

There were 2.6 million involvements in culture, leisure activities. The most popular activities undertaken were teaching cultural activities, writing, publishing, music, performing arts and organising fetes, festivals. Involvement in activities tended to be of a short-term and part-time nature.

For further information, order the publication, *Work in Selected Culture/Leisure Activities, Australia (6281.0)*, or contact Roger Mables on (08) 237 7449.

From the classroom to the workplace

PROPORTION OF MALES AND FEMALES
IN LABOUR FORCE CATEGORIES WITH
POST-SCHOOL QUALIFICATIONS,
MAY 1993



In May 1993 the estimated civilian population aged 15 to 64 was 11,716,200 persons, of whom 1,834,200 (16%) were identified as attending an educational institution either full-time (1,198,000) or part-time (636,200) to attain an educational qualification.

Of these, 651,100 (35%) were at school, 618,900 (34%) attending a higher education institution and 442,300 (24%) were at TAFE.

A large number of these students were simultaneously involved in both study and the labour market. Some 904,600 students reported they were employed (493,700 on a full-time basis), 128,300 reported being unemployed and the remaining 801,300 were not in the labour force.

The May 1993 survey indicated that 2,190,000 persons aged 15 to 64 had studied for an educational qualification in 1992. Seventy-one per cent of these people were still attending an educational institution in May 1993.

Of the 637,700 who by May 1993 had ceased studying, 75% (476,400) reported they were employed, 16% (105,200) were unemployed and the remaining 9% (56,000) were not in the labour force. Focussing specifically on the 354,200 persons who had ceased full-time education, the survey showed that 232,700 (66%) were employed, 85,000 (24%) were unemployed and 36,500 (10%) were not in the labour force.

In May 1993 those persons 15 to 64 who had already completed a recognised post-school qualification numbered 4,576,300 (39%). While a further 55% (6,501,800) of the population had no recognised post-school qualification, 732,300 (11%) were in fact currently attending a tertiary institution.

Of those with post school qualifications, the most commonly reported qualification could be described as skilled vocational (eg. trade qualifications etc) which 1,592,700 persons reported. The smallest category was a higher degree, reported by 142,100 persons.

The same survey also collected information on numbers of persons in apprenticeships. Results showed that the number of apprentices has declined considerably since a peak reached in May 1989 of 175,500 apprentices, down to 111,200 in May 1993.

For further information, order the publication *Transition from Education to Work, Australia* (6227.0), or contact Ms Nicolle Wittmann on (06) 252 6578.

Fewer people re-enter labour force

During the twelve months to May 1993, 114,400 persons had rejoined the labour force after spending at least twelve months away from it. Some 69,000 (60%) re-entrants were working in May 1993 and 45,400 were looking for work.

These results are from the 1993 Survey of Re-entrants to the Labour Force. Compared with the results of the previous survey conducted in 1990, there were 17 per cent fewer re-entrants in 1993 than in 1990. Over the same period, the proportion of re-entrants looking for work has increased from 24 per cent to 40 per cent.

(For the purposes of these surveys, re-entrants are those who had at some earlier time worked continuously for 12 months or more, but had been out of the labour force for at least 12 months.)

RE-ENTRANTS: MAIN ACTIVITY WHILE NOT IN THE LABOUR FORCE SINCE
PREVIOUS JOB, MAY 1993
(Per cent)

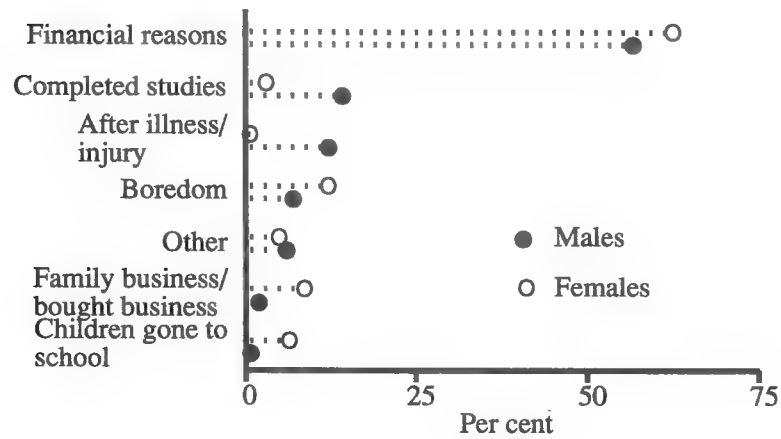
	<i>Males</i>	<i>Females</i>
Home duties, childcare	7.9	85.4
Attending an educational institution	33.3	9.3
Own illness, injury	27.2	1.6
Other	31.6	3.7

The main activity while out of the labour force for 85 per cent of female re-entrants was home duties, childcare. For male re-entrants, the most common main activity while out of the labour force was attending an educational institution (33%).

Other results from the survey showed that of the 114,400 re-entrants to the labour force:

- ☐ 80 per cent were females;
- ☐ 53 per cent of male re-entrants and 84 per cent of female re-entrants left their last job voluntarily;
- ☐ 31 per cent had worked in a previous job within the last 2 years and 23 per cent had worked in their last job 10 years or more ago;
- ☐ 26 per cent of re-entrants who had looked for work had no difficulties finding work (down from 60% in May 1990); and
- ☐ 73 per cent of those who were working were working part time (up from 68% in May 1990).

RE-ENTRANTS: MAIN REASON FOR WANTING TO WORK AGAIN, MAY 1993



For both male and female re-entrants, 'financial reasons' was the most common reason for wanting to work again.

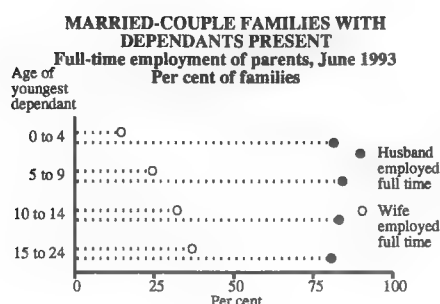
For further information, order the publication *Persons Who Had Re-entered the Labour Force, Australia* (6264.0), or contact Michael Jones on (06) 252 6503.

Labour force status of families

Of the 4,638,100 families in Australia in June 1993, 1,296,100 (28%) families had one family member employed and 2,173,200 (47%) families had two or more family members employed. There were a further 1,168,800 (25%) families with no family member employed and in 262,100 (22%) of these families, one or more family members were unemployed. These estimates were compiled from the Australian Bureau of Statistics' June Labour Force Survey.

ALL FAMILIES: LABOUR FORCE STATUS OF FAMILY MEMBERS, JUNE 1993
(^{'000})

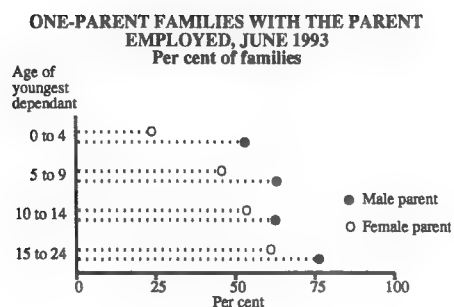
	None employed	One employed	Two or more employed	Total
None unemployed	906.7	1,091.2	2,049.3	4,047.2
One or more unemployed	262.1	204.9	123.9	590.9
Total	1,168.8	1,296.1	2,173.2	4,638.1



Married-couple families

In June 1993, there were 3,928,800 married-couple families of which 1,990,500 (51%) had dependant children or students present. Some 1,990,200 (51%) married-couple families had both partners in the labour force and 1,128,100 (29%) had only one partner in the labour force. Of the married-couple families with only one partner in the labour force, that person was the husband in 710,100 (95%) families with dependants and 316,600 (83%) families without dependants.

Of the married-couple families with dependants, the husband was employed full time in 83 per cent of families and the wife was employed full time in 24 per cent of families. The percentage of such families with the wife employed full time increased as the age of the youngest dependant present increased.



After increasing by 148,700 between 1989 and 1992, the number of married-couple families with one or both partners unemployed has risen to 327,500 in June this year, an increase of 2,800 on the corresponding period in 1992. Of these families, the number with dependants present has risen by 98,000 (85%) since June 1989 to 213,400 in June 1993 and there were 433,000 dependants present in such families.

One-parent families with dependants

In June 1993, there were 416,200 one-parent families with dependants, of which 368,400 (89%) had a female parent. The parent was employed in 188,500 (45%) families, unemployed in 39,400 (9%) families and not in the labour force in 188,200 (45%) one-parent families. The percentage of one-parent families with the parent employed increased as the age of youngest dependant present increased.

An estimated 351,000 dependants aged 0 to 14 years were in one-parent families where the parent was either unemployed or not in the labour force.

Persons who were not members of a family

Of the 1,325,100 persons who were not members of a family and were living alone, 56 per cent were females, 55 per cent of whom were aged 65 years and over. Of the males living alone 40 per cent were aged 25 to 44, and 26 per cent were aged 65 years and over. An estimated 39 per cent of those living alone were employed. Some 54 per cent of males living alone were employed and of females living alone, 27 per cent were employed.

There were a further 825,000 persons who were not members of a family and were not living alone. Of these persons, 58 per cent were males, of whom 67 per cent were aged between 20 and 34 years (66 per cent of women were in this age group). An estimated 71 per cent were employed, with the proportion being slightly lower for females than for males. The vast majority (87%) of employed males were working full time, as were 77 per cent of females.

For further information, order the publication *Labour Force Status and Other Characteristics of Families, Australia* (6224.0), or contact Don Clark on (06) 252 6018.

One-parent families with dependants

In June 1993, there were 416,200 one-parent families in Australia, an increase of 85,900 (26%) families since June 1989 when information on one-parent families was first collected in the monthly Labour Force Survey. (One-parent families are defined in the Labour Force Survey as families in which there was a sole parent with at least one dependent son or daughter usually resident in the same household).

Some 9 per cent of all families were one-parent families. For 89 per cent of one-parent families the parent was female. Information about one parent families is published each month in *The Labour Force, Australia* (6203.0). More detailed data for June are published each year in *Labour Force Status and Other Characteristics of Families* (6224.0) and are also available monthly on request.

This article describes some of the labour force characteristics of one-parent families from the June 1993 survey.

ONE-PARENT FAMILIES: LABOUR FORCE STATUS OF PARENT, JUNE 1993
(^{'000 families})

	Families with a male parent	Families with a female parent	Total
Parent employed	31.21	57.3	188.5
Full time	27.8	84.5	112.4
Part time	3.4	72.8	76.2
Parent unemployed	5.9	33.6	39.4
Looking for full-time work	5.2	21.1	26.3
Looking for part-time work	0.7	12.5	13.1
Parent not in the labour force	10.7	177.5	188.2
Total	47.8	368.4	416.2

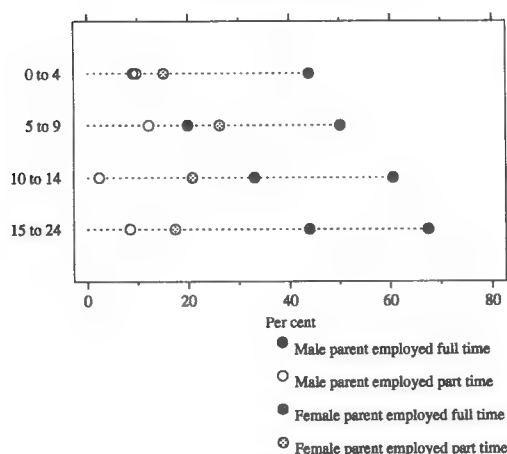
Full-time/part-time employment

Some 188,500 (45%) parents heading one-parent families were employed. Of female sole parents, 84,500 (23%) were employed full time and 72,800 (20%) were employed part time. For males heading one-parent families, 27,800 (58%) were employed full time and 3,400 (7%) were employed part time.

The number of dependants and the age of the youngest dependant are factors linked with the labour force status of sole parents.

The percentage of one-parent families in which the parent was employed decreased as the number of dependants present increased. For 49 per cent of one-parent families with only one dependant, the parent was employed. In contrast, the parent was employed in only 19 per cent of one-parent families with four or more dependants. On the other hand, the percentage of one-parent families with the parent employed increased as the age of the youngest dependant present increased.

ONE-PARENT FAMILIES WITH THE PARENT EMPLOYED:
AGE OF YOUNGEST DEPENDANT BY FULL TIME OR
PART TIME EMPLOYMENT, JUNE 1993
(% of families)



A greater proportion of employed female sole parents worked part time than full time in families with the youngest dependant aged 0 to 9 years. However, in families with the youngest dependant aged 10 and older, a greater proportion of female sole parents were employed full time than part time.

Unemployment

In June 1989, there were 18,200 one-parent families with the parent unemployed. The number of such families has increased each year since then and by June 1993 had risen to 39,400, 116 per cent higher than June 1989.

In June 1993, one-parent families with the parent unemployed included 58,900 dependants representing some 8 per cent of all dependants in one-parent families.

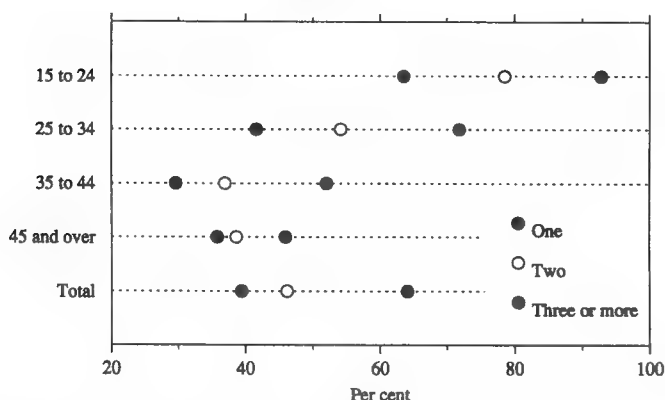
Some 26,300 unemployed sole parents were looking for full-time work. The proportions of unemployed male and female sole parents seeking full-time work were 88 per cent and 63 per cent respectively.

Thirty-six per cent (14,000) of unemployed sole parents had been unemployed for 52 weeks or more in June 1993 compared with 3,900 (21%) in June 1989. Correspondingly, the average duration of unemployment of the parent has risen from 43 weeks in June 1989 to 48 weeks in June 1993 and the median duration of unemployment has risen from 14 weeks to 26 weeks over the same period.

Not in the labour force

Some 188,200 (45%) sole parents heading one-parent families were not in the labour force, including 177,500 (48%) female parents. Of male sole parents, 10,700 (22%) were not in the labour force.

ONE-PARENT FAMILIES WITH THE PARENT NOT IN THE LABOUR FORCE
AGE OF PARENT BY NUMBER OF DEPENDANTS PRESENT, JUNE 1993
(% families)



The percentage of one-parent families with the parent not in the labour force increased with the number of dependants present and decreased with the age of the parent.

In families with one dependant, the sole parent was not in the labour force in 39 per cent of families. By comparison, for 64 per cent of one-parent families with three or more dependants, the sole parent was not in the labour force.

In June 1993, 351,000 children aged 0 to 14 years were in one-parent families where the parent was either unemployed or not in the labour force (representing 62 per cent of children aged 0 to 14 years in one-parent families).

CHILDREN AGED 0-14 YEARS: AGE OF CHILDREN AND LABOUR
FORCE STATUS OF PARENT, JUNE 1993
(^{'000 children})

	Age of children (years)			Total aged 0-14
	0-4	5-9	10-14	
One-parent families	168.3	190.8	204.0	563.0
Male parent employed	3.7	8.3	17.8	29.9
Female parent employed	35.1	66.6	80.4	182.1
Male parent unemployed	0.9	1.2	4.1	6.1
Female parent unemployed	13.3	13.2	17.3	43.8
Male parent not in the labour force	2.6	5.3	6.3	14.3
Female parent not in the labour force	112.6	96.1	78.1	286.8

For further information, order the publication *Labour Force Status and Other Characteristics of Families, Australia* (6224.0), or contact Don Clarke on (06) 252 6018.

"No vacancies" still the main difficulty in finding work

The number of unemployed persons in July 1993 numbered 900,500. The main difficulty most unemployed persons named in terms of their ability to find work was 'No vacancies at all'. This was nominated by 216,300 persons representing 25 per cent of the unemployed. This is a fall of 7 percentage points from the 287,100 persons reporting this reason as their main difficulty in July 1992.

In the two years to July 1993, the proportion of unemployed persons reporting that their main difficulty finding work was 'Considered too young or too old by employers' increased from 12 per cent to 17 per cent (147,000 persons).

Over the same period, the proportion stating their main difficulty as 'No vacancies in their line of work' decreased from 18 per cent to 16 per cent (143,000 persons) in July 1993.

UNEMPLOYED PERSONS(a): MAIN DIFFICULTY IN FINDING WORK
JULY 1983 TO JULY 1993

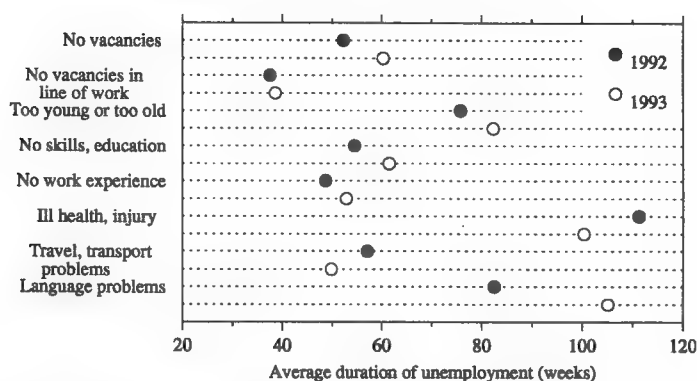
	July 1983	July 1985	June 1986	July 1988	July 1990	June 1991	July 1992	July 1993	
	-per cent-								('000)
No vacancies at all	33.1	21.9	19.0	16.1	16.7	33.4	31.9	24.8	216.3.
No vacancies in line of work	18.5	14.4	16.0	12.0	14.5	18.4	17.1	16.4	143.0
Considered too young or too old by employers	12.5	16.9	16.3	16.5	15.3	11.7	13.8	16.9	147.0
Lacked necessary skills or education	8.0	9.6	10.0	12.0	134.4	8.9	9.5	10.0	86.9
Insufficient work experience	8.2	8.6	10.1	10.9	9.3	7.9	8.0	9.5	82.7
Own ill health or disability	3.7	5.7	5.8	6.6	6.7	3.8	4.2	4.0	35.1
Too far to travel or transport problems	3.8	5.2	5.7	6.9	5.2	3.6	3.9	4.5	39.4
Language difficulties	1.5	2.7	2.1	3.2	4.4	2.2	2.6	2.5	22.2
Unsuitable hours	2.2	3.8	4.0	3.6	3.4	2.2	1.9	2.6	22.4
Difficulties with childcare or other family responsibilities	1.2	1.6	13.6
Other difficulties	4.9	5.8	5.0	6.1	5.5	5.1	2.6	3.2	28.3
No difficulties reported	3.5	5.4	6.1	6.2	5.6	2.7	3.2	3.9	34.3

Of those unemployed persons born outside Australia, language difficulties were reported as the main difficulty by 8 per cent, and as one of the difficulties in finding work, by 20 per cent of this group.

In July 1993, persons reporting 'Languages difficulties' as the main difficulty in finding work experienced the longest average duration of unemployment at 105 weeks. For those reporting 'Own ill health or disability' the average duration of unemployment was 100 weeks. The shortest duration, averaging 39 weeks, related to those persons reporting 'No vacancies in line of work' as the main difficulty.

A further 86,900 persons (10%) gave their main difficulty as 'Lacked necessary skills or education'.

UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT BY SELECTED MAIN DIFFICULTIES IN FINDING WORK, JULY 1992 AND JULY 1993



Less unemployed prepared to move to obtain jobs

In July 1993, unemployed persons were less prepared to move interstate or intrastate, if offered a suitable job, compared with July 1992.

Some 28 per cent of persons said they would move interstate if offered a suitable job, and 57 per cent reported they would not move interstate. In July 1992, the corresponding proportions were 32 per cent and 55 per cent respectively.

As in previous years, more people were prepared to move intrastate (42%) than interstate (28%) if offered a suitable job.

Duration of current period of unemployment

The average duration of current period of unemployment rose to 59 weeks in July 1993 from 55 weeks in June 1992. Over the same period, the median duration of current period of unemployment was unchanged at 29 weeks. Unemployed persons who were looking for full-time work have an average duration of unemployment of 64 weeks for males and 60 weeks for females. The average duration of unemployment for persons who were seeking part-time work was 39 weeks for males and 36 weeks for females.

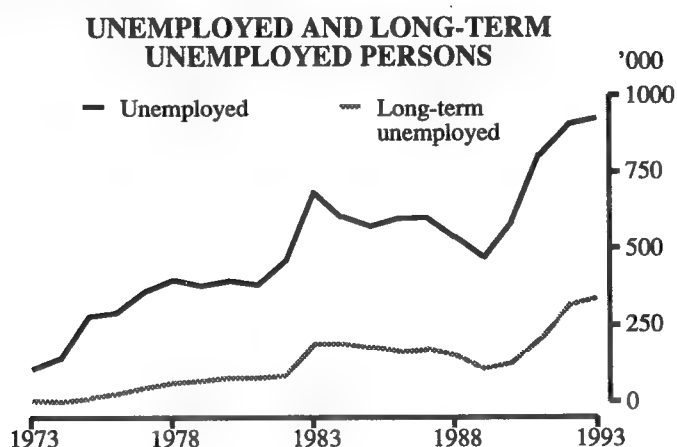
Educational attainment

Persons with post school qualifications had been unemployed for 15 weeks less on average than those without post school qualifications (50 compared to 65 weeks).

For further information, order the publication *Job Search Experience of Unemployed Persons, Australia* (6222.0), or contact Mark Patton on (06) 252 7204.

Special profile of the long-term unemployed in Australia

The number of long-term unemployed people (those unemployed for 52 weeks or more) in Australia trebled between August 1989 and August 1993, increasing from 108,200 to 337,700. In March 1993, the number of long-term unemployed people reached an unprecedented peak of 370,900.



With long-term unemployment now such a feature of the labour market, the ABS has compiled a statistical profile as a contribution to public discussion of the issue. Following are some features of that profile.

In August 1993, males had higher long-term unemployment rates than females across all age groups. For females, the long-term unemployment rate was highest for those aged 15 to 24 years. Young males also had high long-term unemployment rates, although the rate was highest for older males. Of unemployed males aged 45 years and over, almost 60 per cent were long-term unemployed.



In addition to the 337,000 long-term unemployed in August 1993, a further 506,000 members of their families were living in the same households. Of these, 248,000 were dependent children.

LONG-TERM UNEMPLOYED MARRIED COUPLE FAMILIES,
JUNE 1993

<i>Labour force status of partner</i>	Husband		Wife	
	<i>Long-term unemployed ('000)</i>	<i>Rate (%)</i>	<i>Long-term unemployed ('000)</i>	<i>Rate (%)</i>
Employed	18.2	1.0	20.0	1.1
Short-term unemployed	7.4	8.9	3.8	7.3
Long-term unemployed	17.5	42.3	17.5	40.5
Not in labour force	64.7	6.3	3.4	3.3
<i>Total</i>	<i>107.8</i>	<i>3.6</i>	<i>44.7</i>	<i>2.1</i>

There were 135,000 married couple families with at least one partner long-term unemployed in June 1993. Of these, 17,500 had both partners long-term unemployed.

Both the husband and the wife had significantly higher long-term unemployment rates where their partner was long-term unemployed.

In August 1993, the highest regional long-term unemployment rates were experienced throughout most of Victoria and Tasmania, as well as along the coastal areas of northern New South Wales and the south-eastern regions of Queensland.

In February 1993, people who had not completed the highest level of secondary school had the highest long-term unemployment rate (6.5%).

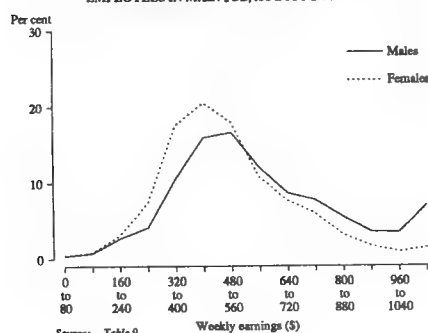
Australia's long-term unemployment rate in 1991 (2.4%), while comparable to that of New Zealand and the United Kingdom, was significantly higher than that experienced in the United States, Japan and Canada.

In August 1993, migrants from other than main English-speaking countries experienced a higher long-term unemployment rate (7.3%) than either people born in Australia (3.4%) or migrants from main English-speaking countries (2.9%).

For further information, order the publication, *Australia's Long-term Unemployed: A Statistical Profile*, (6255.0), or contact John Preston (06) 252 6325.

Weekly earnings analysed

DIAGRAM 4. DISTRIBUTION OF WEEKLY EARNINGS OF FULL-TIME EMPLOYEES IN MAIN JOB, AUGUST 1993



The distribution of weekly earnings of both male and female employees in full-time jobs in August 1993 shows that the majority of males earned more than \$552 per week, and the majority of females earned more than \$479 per week in their main job. These results are from the Weekly Earnings of Employees (distribution) Survey conducted by the Australian Bureau of Statistics.

The survey analysed weekly earnings by a number of demographic and employment characteristics of employees. While there are marked differences according to sex, comparison of earnings are influenced particularly by whether workers are full-time or part-time and whether they are permanent or casual employees.

MEAN WEEKLY EARNINGS OF FULL-TIME AND PART-TIME, PERMANENT AND CASUAL EMPLOYEES IN MAIN JOB, AUGUST 1993
(Dollars)

	Full-time		Part-time	
	Males	Females	Males	Females
Permanent	663	519	306	306
Casual	558	408	201	185
Total	626	510	218	231

Of the age groups reported, male full-time employees aged 45 to 54 years received the highest mean weekly earnings in their main job at \$717. The highest earnings of female full-time employees was \$556 per week for those aged 35 to 44 years.

Male full-time employees aged 15 to 19 received on average 44 per cent of the mean weekly earnings of males aged 20 and over (\$283 compared with \$641). In comparison, female full-time employees aged 15 to 19 earned 53 per cent of the mean weekly earnings of females aged 20 and over (\$277 compared to \$521).

Full-time employees in the occupations managers and administrators and professionals in their main job earned the highest mean weekly earnings, \$783 and \$760 respectively. Those working as labourers and related workers earned the lowest mean weekly earnings of any occupation at \$465.

MEAN WEEKLY EARNINGS OF FULL-TIME EMPLOYEES IN MAIN JOB AND
OCCUPATION, AUGUST 1993
(Dollars)

	Males	Females	Persons
Managers and administrators	813	638	783
Professionals	815	675	760
Para-professionals	688	599	655
Tradespersons	537	397	528
Clerks	590	478	511
Salespersons and personal service workers	565	423	496
Plant and machine operators and drivers	607	394	579
Labourers and related workers	4866	396	465

Persons employed full time in their main job in the public sector had a higher mean weekly earnings than those in the private sector, \$627 compared with \$569.

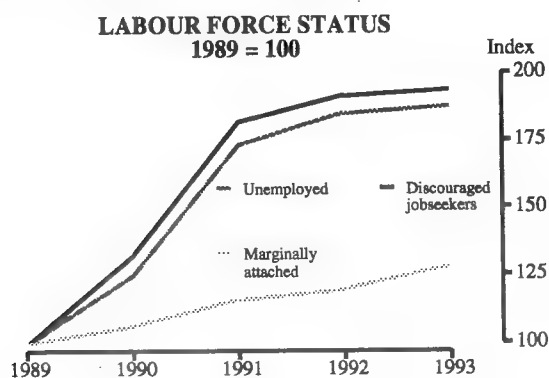
The mean weekly earnings of male and female full-time employees increased according to the size of the location (i.e. number of employees) at which they worked. Employees working at locations with less than 10 employees had a mean weekly earnings of \$502. For those at locations with 100 or more employees, the mean weekly earnings was \$658.

For further information, order the publication *Weekly Earnings of Employees (Distribution), Australia* (6310.0), or contact Jenny Poulton on (06) 252 6661.

Increase in discouraged jobseekers slows

Results of the most recent *Persons Not in the Labour Force* survey show that at September 1993 there were 939,600 unemployed persons, and an additional 907,800 persons who were not in the labour force, but who did show some interest in looking for work. Of the latter group 147,400 persons were considered to be 'discouraged jobseekers'.

Discouraged jobseekers are those persons who would like to work and are available for work but are not trying to find work because they do not believe they could get a job.

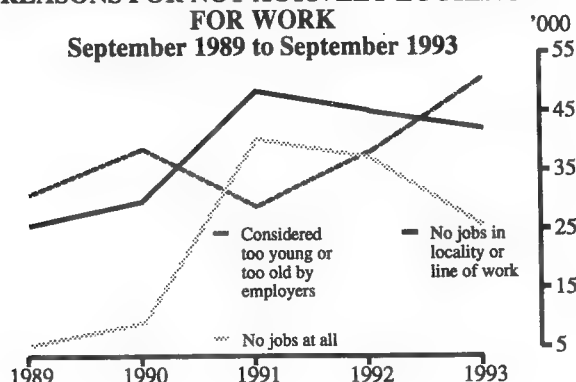


The total number of discouraged jobseekers, which rose rapidly between 1989 and 1991, is levelling out, with the number at September 1993 being 147,000, compared with 145,600 one year earlier and 138,200 in September 1991.

Within the discouraged jobseekers category, the number of people aged 15 to 34 has been declining since 1991, while those aged 35 and over have been rising since 1989. In 1993, 79 per cent of discouraged jobseekers were in the older age group.

'Considered too old or too young by employers' became, for the first time since 1990, the reason most commonly stated by discouraged jobseekers for not trying to find work, with 34 per cent giving that reason. The number citing the age barrier rose sharply from 38,000 in September 1992 to 50,800 in September 1993.

REASONS FOR NOT ACTIVELY LOOKING FOR WORK



In all, 3,756,400 people aged 15 to 69 were not in the labour force at September 1993, or 30 per cent of the civilian population in that age group. Two-thirds of these were female, and of those 69 per cent reported 'home duties/childcare' as their main activity while not in the labour force. Four per cent of males gave this as their main activity, with most males giving either 'retired/voluntarily inactive' (37%) or 'attending an educational institution' (32%) as their main activity.

PERSONS NOT IN THE LABOUR FORCE WHO WANTED TO WORK BUT WERE
NOT ACTIVELY LOOKING FOR WORK AND WERE AVAILABLE TO START
WORK WITHIN FOUR WEEKS

Main reason for not actively looking for work	'000		
	Males	Females	Persons
Personal reasons	145.3	193.4	338.7
Own ill health/disability	36.0	43.4	79.5
Attending an educational institution	88.1	90.8	178.8
Other	21.1	59.2	80.4
Family reasons	7.4	275.5	282.9
Childcare	3.3	213.9	217.2
Discouraged jobseekers	40.0	107.4	147.4
Other	26.4	54.1	80.6
Total	219.0	630.4	849.5

There were 907,800 persons who wanted to work and were either actively looking for work but were not available to start work (58,300) or were not actively looking for work but would be available to start within four weeks if work was available (849,500). Of these persons, 69 per cent would prefer part-time work if they entered the labour force; and 42 per cent intended to look for work in the next twelve months and 23 per cent might look for work.

Of males in this group, the main reason given for not actively looking for work was 'attending an educational institution' (40%). 'Childcare' was the main reason given by 34 per cent of females.

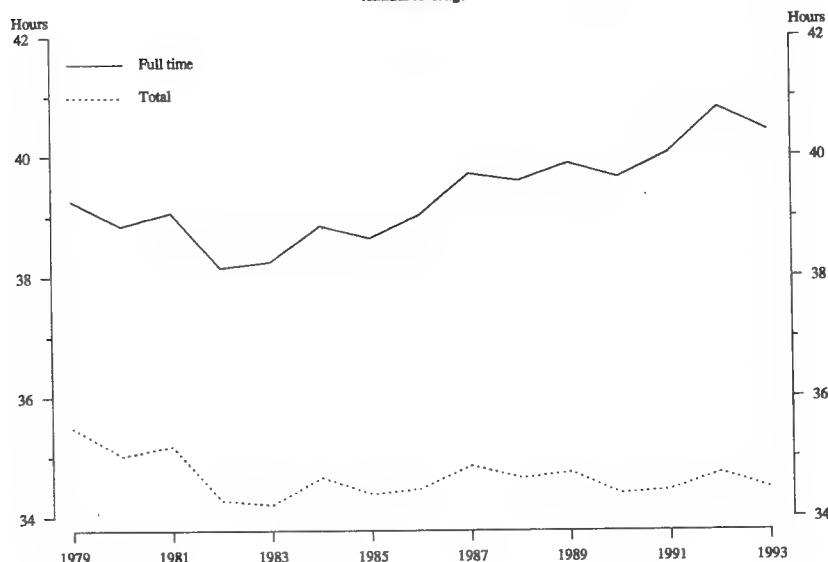
For further information, order the publication *Persons Not in the Labour Force, Australia* (6220.0), or contact Michael Jones on (06) 252 6503.

Hours worked

Analysis of monthly Labour Force Survey data shows that while employment and average hours worked were affected by the economic downturn in 1982 and 1983, overall average hours worked by employed persons have remained relatively flat over the past decade. While average hours worked by full-time workers has generally increased over this period, there has been little effect on the overall average due to the increase in the proportion of employed persons who work part time from 17 per cent in 1983 to 23 per cent in 1993.

There have also been changes in patterns of hours worked for particular groups. This article looks at these changes and also analyses hours worked by status of worker and industry.

GRAPH 1. AVERAGE WEEKLY HOURS WORKED BY EMPLOYED PERSONS
1979 TO 1993
Annual Averages



Hours worked by employed persons

Average hours worked per week by employed persons has remained relatively steady over the last ten years, rising from 34.2 hours per week in 1983 to 34.5 hours in 1993. Persons employed full time worked an average of 40.4 hours in 1993, up from 38.3 hours ten years earlier. For persons employed part time, there was a small rise over the same period with the average hours worked increasing from 14.7 to 15.0.

On average, males work longer hours than females. In 1993, males worked an average of 39.2 hours per week (rising from 37.8 hours in 1983) while average hours worked by females have remained virtually steady at 28.1 hours per week. Married females work slightly longer hours in both full-time and part-time work than all employed females.

In 1993, married females worked an average of 37.7 hours per week in full-time employment, compared with 37.4 hours for all females employed full time, while married females employed part time worked an average of 15.5 hours per week, compared with 15.1 hours for all females employed part time.

While males have been working longer hours than females in full-time work over the last ten years, the pattern has changed in part-time work. In 1983, males employed part-time worked an average of 15.7 hours per week, compared with 14.4 hours by females employed part time, while the corresponding averages in 1993 were 15.0 and 15.1 respectively.

TABLE 1. AVERAGE WEEKLY HOURS WORKED BY EMPLOYED PERSONS BY FULL-TIME AND PART-TIME STATUS
Annual Averages

	1983	Full time 1993	1983	Part time 1993	1983	Total 1993
Males	39.2	41.9	15.7	15.0	37.8	39.2
Females	35.9	37.4	14.4	15.1	28.2	28.1
Married Persons	38.2	37.7	15.1	15.5	27.8	27.4
	38.3	40.4	14.7	15.0	34.2	34.5

The distribution of hours worked by employed persons has changed over the last decade (see Graph 2). The proportion of employed persons working between 35 and 40 hours decreased from 39 per cent in 1983 to 31 per cent in 1993, and the proportion of employed persons working between 1 and 34 hours increased from 29 per cent in 1983 to 33 per cent in 1993 (mainly due to an increase in the proportion of employed females working between 1 and 34 hours). The proportion of employed persons working 41 hours and over also increased, from 24 per cent in 1983 to 29 per cent in 1993, mainly as a result of the increase from 18 per cent to 25 per cent in the proportion of employed males working 49 hours and over.

GRAPH 2: EMPLOYED PERSONS, WEEKLY HOURS WORKED 1979-1993
Annual Averages, per cent

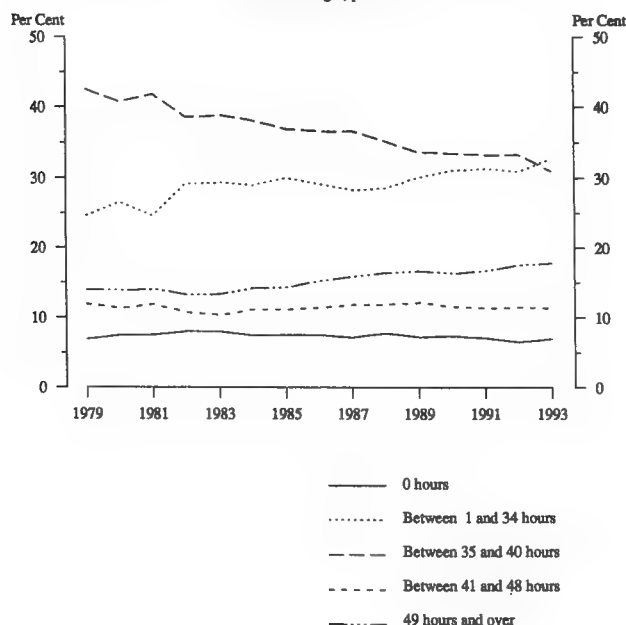


TABLE 2. PROPORTION OF EMPLOYED PERSONS BY HOURS WORKED
Annual Averages (Per cent)

Weekly Hours Worked	Males		Females		Persons	
	1983	1993	1983	1993	1983	1993
0	8.0	6.6	8.1	7.7	8.0	7.0
1-34	20.6	21.7	44.1	48.0	29.4	32.8
35-39	15.7	14.9	15.3	16.0	15.5	15.7
40	24.9	17.8	20.8	12.8	23.3	15.4
41-48	12.8	14.0	6.3	7.8	10.4	11.3
49 and over	18.1	25.1	5.4	7.9	13.3	17.8

Status of worker

In 1993, employers worked an average of 47.3 hours per week, 12.8 hours more than the average hours worked by all employed persons. In comparison, self-employed persons without employees worked an average of 39.8 hours per week, wage and salary earners worked an average of 34.7 hours per week and unpaid family helpers worked 19.1 hours per week on average.

Industry

Persons employed in the Agriculture, forestry, fishing and hunting industry recorded the highest average hours worked per week (43.6) of all industries in 1993 while those working in the Recreation, personal and other services industry had the lowest average hours worked per week (31.9). The Recreation, personal and other services industry also had the highest proportion of part-time workers of all industries (42%) in 1993.

Average hours worked by employed persons increased in most industries over the last ten years. The Mining industry experienced the largest increase in weekly hours worked, from 36.3 hours per week in 1983 to 42.4 hours per week in 1993.

TABLE 3. AVERAGE WEEKLY HOURS WORKED BY EMPLOYED PERSONS BY
INDUSTRY, 1993
Annual Averages

Industry	Males	Females	Persons
Agriculture, forestry, fishing and hunting	49.4	29.7	43.6
Mining	43.1	34.6	42.4
Manufacturing	40.2	32.8	38.2
Electricity, gas and water	36.4	32.6	35.9
Construction	40.6	20.7	37.9
Wholesale and retail trade	40.5	27.0	34.4
Transport and storage	41.9	32.4	39.9
Communication	36.2	30.9	34.6
Finance, property & business services	41.6	30.1	36.0
Public administration & defence	36.0	30.1	33.6
Community services	38.4	29.8	32.7
Recreation, personal & other services	37.4	27.4	31.9

Reason for working less than 35 hours

Although classed as full time, workers may work less than full-time hours in the survey reference week (i.e. less than 35 hours per week) for a variety of reasons, including leave, holiday or flextime, own illness or injury, or because they began or left a job in that week. The proportion of all full-time workers working less than 35 hours per week decreased from 24 per cent in 1983 to a low of 18 per cent in 1992, before increasing again to 21 per cent in 1993. Some 24 per cent of female full-time workers worked less than full-time hours compared with 20 per cent of male full-time workers (see Graph 3).

GRAPH 3. PROPORTION OF FULL-TIME WORKERS WHO WORKED LESS THAN 35 HOURS PER WEEK 1979-1993
Annual Averages



Most full-time workers working less than 35 hours per week, in the survey week, are on leave, holidays or flextime. In 1993, 70 per cent of persons working less than 35 hours did so to take leave, holidays or flextime, while another 13 per cent reported that they had an illness or injury.

TABLE 4. PROPORTION OF FULL-TIME WORKERS WHO WORKED LESS THAN 35 HOURS BY REASON
Annual Averages (Per cent)

Reason for working less than 35 hours per week	1983	1993
Leave, holiday or flextime	71.9	70.4
Own illness or injury	14.3	13.1
Bad weather, plant breakdown, etc.	1.6	1.4
Began or left job in the reference week	1.1	1.1
Stood down, on short time, insufficient work	3.9	5.3
Shift work, standard work arrangements	5.4	6.6
Other reasons	1.7	2.1

For further information, order the publication *The Labour Force, Australia* (6203.0), or contact Heather Crawford on Canberra (06) 252 6525.

The Australian labour market : 1993 in summary

The Australian labour market was more positive during 1993, with annual averages showing a pick up in employment, and a slowing in the rate of increase in unemployment. Average employment increased for the first time since 1990, mainly as a result of a return to growth in full-time employment. However, unemployment continued to rise, leading to a further small increase in the unemployment rate.

CIVILIAN LABOUR FORCE
Annual averages

	1991	1992	1993	1992 change to 1993 (‘000) per cent	
Employment (‘000)	7,713.2	7,693.7	7,744.1	50.4	0.7
Full-time	5,999.1	5,882.3	5,933.8	51.5	0.9
Part-time	1,714.1	1,811.4	1,810.2	-1.2	-0.1
Unemployment (‘000)	821.0	933.1	947.9	14.8	1.6
Full-time	680.9	787.2	798.0	10.8	1.4
Part-time	140.1	145.9	149.9	4.0	2.7
Labour Force (‘000)	8,534.1	8,626.8	8,692.0	65.1	0.8
Unemployment rate (%)	9.6	10.8	10.9	n.a.	0.1pts
Participation rate (%)	63.2	63.0	62.7	n.a.	-0.3pts

Full-time/part-time employment

Compared with 1992, average employment increased by 50,400 (0.7%), comprising an increase in full-time employment of 51,500 (0.9%), and a small fall of 1,200 (0.1%) in part-time employment. The number of employed males increased by 19,500 (0.4%) with full-time employment rising by 22,400 (0.6%). For females, total employment rose by 30,900 (1.0%) with full-time employment increasing by 29,200 (1.6%). Females accounted for 61 per cent of the increase in total employment in 1993 and 57 per cent of the increase in full-time employment.

The number of part-time workers who preferred to work more hours increased by 19,700 (3.9%) to 529,900, while the number who had actively looked for full-time work increased to 204,000. Part-time workers who preferred to work more hours and had actively looked for full-time work accounted for 11 per cent of all part-time workers in 1993, unchanged from 1992.

Industry

Despite an overall increase in employment, the number of persons employed in some industries continued to decrease, with Finance, property and business services decreasing by 24,300 (3.1%) and Manufacturing decreasing by 13,100 (1.3%) during 1993. By contrast, the number of persons employed in the Construction industry increased by 29,200 (5.6%), with 80 per cent of this growth accounted for by an increase in full-time employment. For Wholesale and retail trade, employment increased by 29,500 (1.8%), with virtually all of this growth accounted for by an increase in full-time employment.

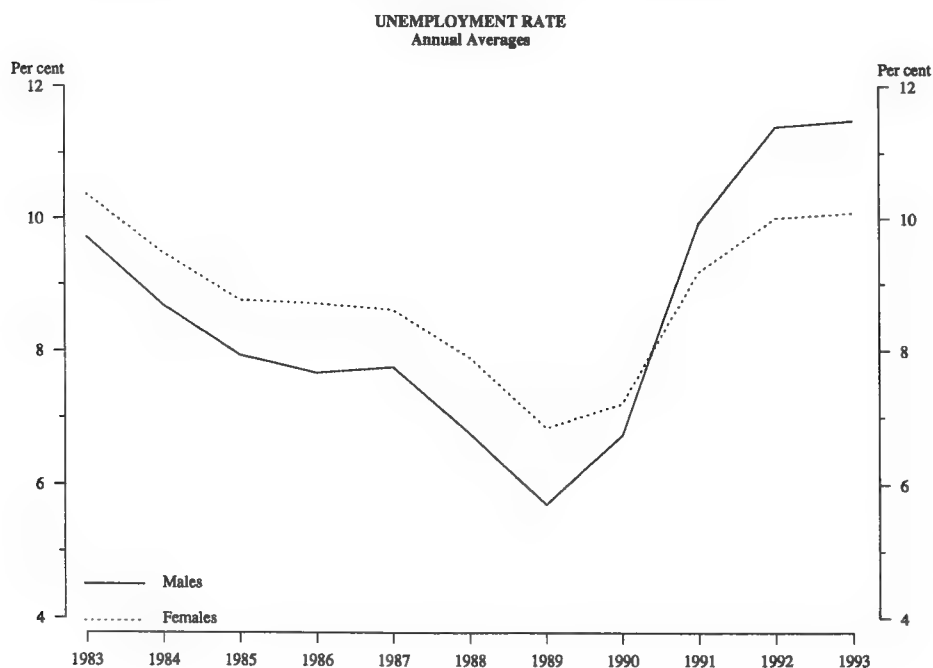
EMPLOYED PERSONS : SELECTED INDUSTRIES
Annual averages ('000)

	Full-time		Part-time		Total	
	1992	1993	1992	1993	1992	1993
Agriculture, forestry, fishing & hunting	312.4	317.6	93.3	92.7	405.7	410.3
Manufacturing	1,008.0	994.9	108.2	110.1	1,116.3	1,105.0
Construction	443.6	467.0	78.8	84.6	522.3	551.5
Wholesale & retail trade	1,085.9	1,116.5	510.7	509.6	1,596.6	1,626.1
Transport & storage	328.6	328.9	47.1	44.7	375.7	373.6
Finance, property & business services	694.5	670.2	193.2	190.1	887.7	860.3
Public administration & defence	323.4	339.7	33.5	41.7	356.8	381.4
Community services	997.6	1,017.0	463.4	452.9	1,461.0	1,469.9
Recreation, personal & other services	355.7	360.3	270.8	265.0	626.5	625.3
Other industries	305.1	290.4	14.7	16.2	319.8	306.6

Unemployment

The average number of unemployed persons has been increasing since 1989. In 1993, unemployment rose by 14,800 (1.6%) to 947,900 mainly due to an increase of 10,800 (1.4%) in the number of persons seeking full-time work. In 1993, unemployment for males rose by 7,900 to 580,600, of whom 91 per cent were seeking full-time work, and female unemployment increased by 6,800 to 367,300, with 73 per cent seeking full-time work.

The rise in unemployment was associated with a small increase in the average unemployment rate from 10.8 per cent in 1992 to 10.9 per cent in 1993. The average unemployment rate increased slightly for both males and females to 11.5 per cent and 10.1 per cent respectively.



The number of former workers (i.e. unemployed persons who had not worked full time for two weeks or more for at least two years) increased by 54,700 (22.5%) to 298,200 in 1993. This increase was offset by falls in other unemployment categories including job losers and job leavers with falls of 36,400 (to 341,100) and 3,800 (to 119,900) respectively.

The number of long-term unemployed (i.e. persons unemployed for 52 weeks or more) rose by 35,900 (11.5%) to 348,900 in 1993, mainly due to an increase of 28,200 (13.6%) in the number of long-term unemployed males. As a proportion of total unemployment, long-term unemployment increased from 34 per cent to 37 per cent over this period. The average duration of unemployment also rose - from 50 weeks in 1992 to 56 weeks in 1993.

Participation Rate

The average participation rate decreased slightly from 62.9 per cent in 1992 to 62.7 per cent in 1993. The participation rate for males fell from 74.3 per cent to 73.8 per cent while the rate for females eased from 51.9 per cent to 51.8 per cent.

States and Territories

The number of employed persons increased in most States, with the largest increases occurring in Queensland, 33,100 (2.5%) and Western Australia, 28,700 (3.8%). Western Australia also experienced the largest decrease in the number of unemployed persons, with a drop of 12,300 (13.2%), while New South Wales and Victoria experienced increases of 13,200 (4.4%) and 12,200 (4.8%) respectively. Despite an overall increase in the unemployment rate, changes across the States varied, with the largest increase occurring in Tasmania, from 11.6 per cent in 1992 to 12.6 per cent in 1993. Western Australia recorded the largest decrease with the unemployment rate falling from 11.0 per cent in 1992 to 9.3 per cent in 1993.

EMPLOYMENT AND UNEMPLOYMENT BY STATE
Annual Averages

State	Employment		Unemployment('000)		Unemployment Rate(%)	
	1992	1993	1992	1993	1992	1993
New South Wales	2,578.7	2,563.0	298.0	311.2	10.4	10.8
Victoria	1,956.4	1,949.4	255.3	267.5	11.5	12.1
Queensland	1,342.4	1,375.4	157.4	162.5	10.5	10.6
South Australia	640.3	646.4	85.1	79.7	11.7	11.0
Western Australia	759.7	788.4	93.4	81.1	11.0	9.3
Tasmania	189.9	190.3	25.0	27.3	11.6	12.6
Northern Territory	74.5	72.3	6.4	6.2	7.9	7.8
Australian Capital Territory	151.8	158.8	12.5	12.3	7.6	7.2

Data Availability

For further information, order the publication *The Labour Force, Australia* (6203.0), or contact Heather Crawford on (06) 252 6525.

Australia's unemployment rate compared with major OECD countries

Unemployment rates are reported quarterly by the OECD for seventeen member countries. For the September quarter 1993, Australia's rate (seasonally adjusted) of 10.9 per cent was higher than eleven of the seventeen countries, but lower than the rates for Canada, France, Ireland, Finland and Spain.

Recent monthly data for the "Group of 7" (G7) countries of the OECD show that two countries in this group had a higher rate in December 1993 than that for Australia - 10.6 per cent seasonally adjusted. France had the highest unemployment rate of 11.7 per cent in December 1993 followed by Canada with an unemployment rate of 11.2 per cent. The lowest rate in December 1993 was recorded by Japan at 2.9 per cent while the United States and western Germany (see note to table) also recorded rates well under 10 per cent.

These data are among the findings of a United States Bureau of Labor Statistics' study of standardised unemployment rates of the G7 countries for the last twenty years.

AUSTRALIA AND G7 COUNTRIES: UNEMPLOYMENT RATES

Seasonally adjusted
Annual averages

Period	Australia	Canada	France	Germany*	Italy**	Japan	UK	USA
1973	2.3	5.5	2.8	0.7	3.7	1.3	3.2	4.9
1978	6.3	8.3	5.4	3.3	4.1	2.3	6.3	6.1
1983	10.0	11.8	8.6	6.9	5.9	2.7	11.8	9.6
1988	7.2	7.8	10.3	6.3	7.9	2.5	8.6	5.5
1993	10.9	11.2	11.3	5.9	..	2.5	10.4	6.8
October 1993	11.1	11.1	11.7	6.4	..	2.7	10.2	6.7
November 1993	11.0	11.0	11.7	6.5	..	2.8	10.1	6.5
December 1993	10.6	11.2	11.7	6.5	..	2.9	10.0	6.4

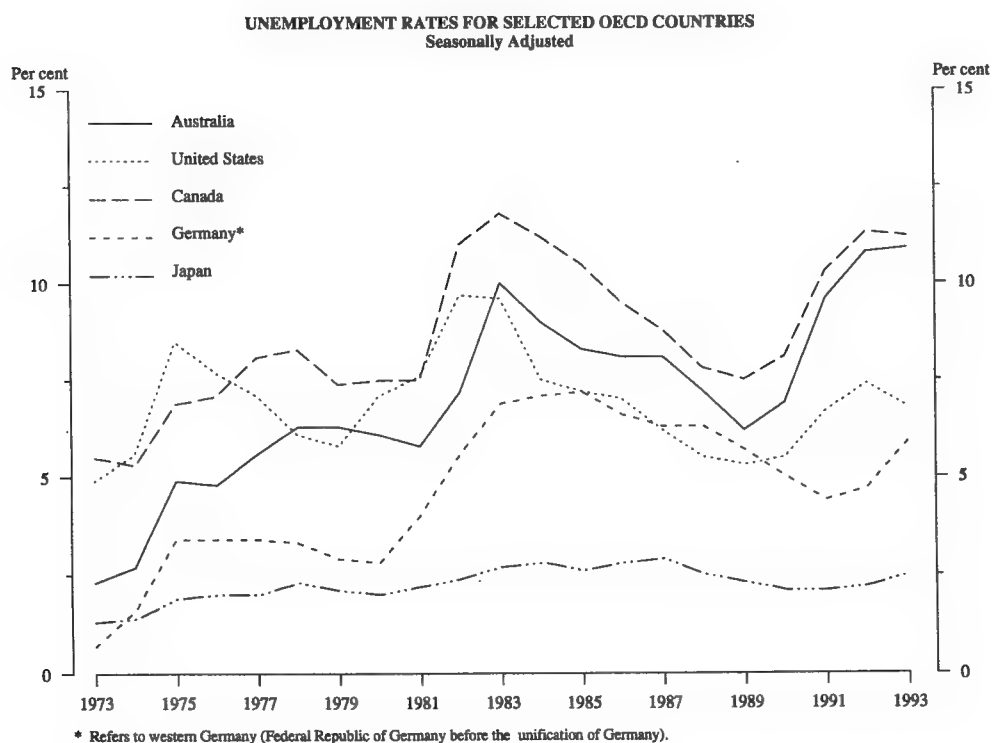
* Refers to western Germany (Federal Republic of Germany before the unification of Germany).

** Recent data for Italy not yet available (the July 1993 rate for Italy was 10.6%).

The United States and Canada were the only two G7 countries to experience falls in their unemployment rates over the last year. The unemployment rate for the United States decreased from 7.4 per cent in 1992 to 6.8 per cent in 1993 while the rate for Canada eased from 11.3 per cent in 1992 to 11.2 per cent in 1993.

The highest annual average unemployment rate of the G7 countries since 1973 was 11.8 per cent, recorded by Canada in 1983 and the United Kingdom in 1983 and 1984. The lowest rate recorded was 0.7 per cent in 1973 by the former Federal Republic of Germany.

Japan has maintained a very low unemployment rate over the last twenty years. Since 1976, the rate has remained between 2 and 3 per cent.



For countries other than the "Group of 7", the OECD has reported recent large increases in unemployment rates for Sweden (from 1.2 per cent in April 1990 to 9.6 per cent in July 1993); Finland (from 2.9 per cent in January 1990 to 18.7 per cent in June 1993); and Spain (from 15.6 per cent in February 1991 to 23.1 per cent in August 1993).

For further information, order the publication, *The Labour Force Survey, Australia* (6203.0) or contact Heather Crawford on (06) 252 6525.

Labour market programs and ABS labour force statistics

This article discusses the impact persons undertaking labour market programs might have on the monthly employment and unemployment estimates released by the ABS.

The ABS uses concepts and definitions recommended by the International Labour Organisation (ILO) in the collection of its labour force statistics. As such, information about involvement in labour market programs is neither necessary nor sufficient to determine labour force status. The article provides an outline of the statistical issues involved, and discusses how participants in labour market programs might be classified in ABS monthly labour force estimates.

How is labour force status determined?

The results of the ABS Monthly Labour Force Survey are used to compile Australia's official estimates of employment and unemployment. The survey is conducted monthly at some 29,000 households throughout Australia. A standard questionnaire is asked of the usual residents of dwellings selected in the survey. The survey is based on a multi-stage area sample of dwellings, selected using probability sampling techniques.

The determination of labour force status (that is, whether employed, unemployed or not in the labour force) for persons interviewed in the survey is based on responses to a number of questions about activity in the weeks before the interview, with the aim of providing a measure of the economically active population.

The questions asked are independent of any labour market programs, and focus on:

- (a) whether the person did any work (one hour or more) for pay, profit or commission in the week before the interview (if so, they are employed); or
- (b) if the person did no paid work, then
 - (i) whether the person took active steps to find work in the four weeks before the interview; and, if so
 - (ii) whether the person could have started work in the week before the interview if they had found a job (if so, they are unemployed).

Persons with a job but away from work are classified according to strength of job attachment.

Definitions of key items produced from the Labour Force Survey are included in the glossary.

What is the scope of the ABS Labour Force Survey?

The scope of the ABS Labour Force Survey, in essence, is all persons who are usually resident in Australia, who are aged 15 years and over and who are not members of the permanent defence forces. No person is excluded from the scope of the survey by virtue of his or her involvement in a labour market program.

What labour market programs are currently in place?

The Commonwealth Government provides a wide range of labour market programs to assist the efficient functioning of the labour market, to encourage and assist individuals and industry to improve the productivity and skills of the labour force, and to improve the skills and employment prospects of people disadvantaged in the labour market.

KEY LABOUR MARKET PROGRAMS

- ☐ **JOBSTART** - a wage subsidy program that provides access to employment for jobseekers, who have experienced long periods of unemployment or face other disadvantages in obtaining work. Under the program, employers receive subsidy payments for set periods up to 20 weeks as an incentive for engaging and improving the employment prospects of these disadvantaged jobseekers.
- ☐ Wage subsidies are offered as an incentive to private sector employers to hire jobseekers facing difficulties in their search for work. The subsidy can be provided for set durations. Rates vary according to age, length of unemployment and other disadvantages. (151,000 commencements in 1992-1993.)
- ☐ **JOBTRAIN** provides formal training linked to the needs of participants and to local labour market opportunities. (85,000 commencements in 1992-1993.)
- ☐ The Work Experience for People with Disabilities Program aims to provide fully subsidised placements in the private sector or with community agencies, for Disability Support Pension recipients. These people, whose disability makes them uncompetitive for immediate placement in wage subsidy programs such as JOBSTART, have activity plans developed with Disability Panels. (2,000 commencements in 1992-1993.)
- ☐ The Landcare and Environment Action Program was introduced in 1992/93 to provide young unemployed people aged 15 to 20 years who wish to participate in the development and implementation of conservation practices, with appropriate training and practical experience in a range of Landcare, environment, cultural heritage and conservation activities. (6,000 commencements in 1992-1993.)
- ☐ **JOBSKILLS** is aimed at improving the employment prospects of the long-term unemployed by broadening their employment experience and equipping them with new skills, through work experience and training. (17,000 commencements in 1992-1993.)
- ☐ The Special Intervention Program is designed to help jobseekers make the transition to work or training through the provision of a professional assessment of barriers to employment faced by individual jobseekers, and assistance to help overcome these barriers. (37,000 commencements in 1992-1993.)
- ☐ **Skillshare** is a program designed to assist long-term unemployed people and other most disadvantaged unemployed people to obtain and retain employment or to proceed to further education or training through the provision of skills training and other employment-related assistance. (120,000 commencements in 1992-1993.)

Labour market programs are increasingly targeted to assist the long term unemployed (i.e. those unemployed for more than one year) and other disadvantaged groups, Aboriginals and Torres Strait Islanders, people with disabilities and jobseekers aged over 50. The mix of programs is based on analyses undertaken by the Department of Employment, Education and Training (DEET) of:

- ☐ the characteristics most likely to hinder an unemployed person in obtaining a job;
- ☐ the types of programs likely to be most effective in the current economic climate;
- ☐ the impacts of structural changes in the economy on various demographic groups; and
- ☐ the likelihood of different groups sharing in the benefit of future employment growth.

According to figures published by DEET in *The Job Report*, Aug/Sep 1993, labour market program commencements in 1992-93 totalled nearly 504,000 persons.

How is the labour force status of participants in labour market programs determined?

An individual's participation in a labour market program does not necessarily determine their labour force status, rather, it will depend on how individuals interpret their own situation when responding to questions in the labour force survey.

Participants in programs involving a form of wages subsidy paid directly to employers are likely to regard themselves as having undertaken paid work, which would result in them being classified in the labour force survey as employed.

Those taking part in employment and work experience programs such as JOBSTART, the Employment Incentive Scheme, the Landcare and Environment Action Program (LEAP), JOBSKILLS and the New Enterprise Incentive Scheme (NEIS) would probably regard themselves as having done work in a job, as a wage and salary employee (except for those on NEIS who would probably class themselves as self employed). These labour market programs in total accounted for 178,000 commencements in 1992-93.

What's the situation for those on training programs?

For participants in programs which involve training but no wage subsidy, the situation is more problematical. These programs include JOBTRAIN, Job Clubs, Accredited Training for Youth, and Skillshare.

If participants held a part-time job in the survey reference week, as well as being active in a labour market training program, then they should be counted as employed.

But if they did no paid work at all, then their labour force status would depend on how they responded to the standard labour force survey questions. The questions ask whether the person looked for work at any time in the last 4 weeks. If the answer is no, then the person is classified as not in the labour force. If the answer is yes, the questionnaire then assesses whether the person undertook active job-search.

For the most part, labour market program participants would be expected to be registered currently with the CES. This state of CES registration is sufficient (but not necessary) to meet the active job-search criterion. The classification of such persons as unemployed or not in the labour force would then depend on how they answered the question about their availability to take up a job in the reference week. Some persons might be expected to say that they could have started work in that week even if it meant abandoning their place on the training program.

They would then meet the criterion of availability, and therefore be classed as unemployed.

Others might say that they would not be available to start work in the reference week, and therefore they would not meet the availability criterion. These people would be classed as not in the labour force.

In summary, the labour force status would then be unemployed, if they had actively looked for work in the four weeks before the interview, and if they could have started work in the week before the interview if a job had been offered. Otherwise they are classed as not in the labour force.

Can persons on labour market programs be identified in ABS labour force statistics?

The present questionnaire used by the ABS to collect monthly labour force statistics does not contain any questions directly related to labour market programs, and additional questions would be needed to collect this information.

Why don't ABS labour force statistics take account of involvement in labour market programs?

Information about involvement in labour market programs is neither necessary nor sufficient to determine labour force status.

The ABS uses concepts and definitions recommended by the ILO for the collection of data about employment and unemployment. These concepts have underpinned ABS labour force statistics since the national survey commenced in 1964.

The questions asked in each monthly survey relate directly to recent economic activity undertaken by the person, notwithstanding any labour market program activity.

The ABS therefore releases, and is seen to be releasing, statistics which have international acceptability and which are independent of programs and administrative practices which are unique to Australia. The methodology used by the ABS, namely a household survey, is also recognised internationally as the best method for obtaining integrated data about the labour force status of the population.

Need more information?

For further information about *The Labour Force Survey*, contact Ivan Neville on Canberra (06) 252 6565.

Behind the numbers — some facts about the labour force survey

The Monthly Labour Force Survey is by far the largest household survey conducted by the Australian Bureau of Statistics (ABS).

Each month the survey records information from more than 63,000 individuals, using a random sample of about 30,000 private dwellings and a (much smaller) number of other dwellings such as hotels and motels.

The sheer size of this monthly exercise yields several advantages, not least of which is a high degree of statistical accuracy. In December 1993, for instance, when the ABS estimate of employed persons was 7.94 million, there was a 95 per cent probability that the true number of employed people in Australia was within just 49,200 of that number.

Such low 'standard errors' clearly indicate that, taking one month with another, the survey reliably reflects national labour market levels, movements and trends.

The Labour Force Survey is also an extremely useful vehicle for collecting data on a wide range of social and economic topics related to the labour market.

In 1993, supplementary topics surveyed along with the core questions included Labour Force Experience, Transition from Education to Work, Career Experience and Job Search Experience of Unemployed Persons.

The basic labour force data are published in preliminary form fourteen working days after the completion of interviewing, while the results of the supplementary surveys are normally released four to five months after the survey date.

The survey is conducted by specially trained interviewers, generally in the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (the 'reference week'), and the labour force category to which a person is assigned depends on his or her actual activity during that week.

The survey is designed to enable analysis of the labour force by a number of variables, including sex, age, birthplace, occupation, hours worked and so on. While some of these data are included in the monthly publications, much more detailed information is available from ABS offices in the form of standard and special tabulations and microfiche.

A more comprehensive description of the labour force survey, together with answers to some of the questions most commonly asked about employment and unemployment statistics, may be found in the ABS Information Paper: Measuring Employment and Unemployment (6279.0), issued in August 1991.

For further information about the labour force survey or the availability of labour force data products and services, contact (06) 252 6565, or any ABS State office.

Glossary

Active steps taken to find work	Steps taken during the current period of unemployment. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; contacting friends or relatives.
Apprentices	Employed persons aged 15-34 who indicate they are undertaking an apprenticeship.
Casual employees	Employees not entitled to either annual leave or sick leave in their current position.
Child	Except where otherwise indicated, refers to a person aged under 15 years.
Couple	A man and a woman who are married or in a de facto relationship.
Culture and Leisure Activities	Are defined by the National Culture-Leisure Statistical Framework. Sectors of the framework included are National Heritage, museums, Literature, Libraries and Archives, Music, Performing Arts, visual Arts, Film and Video, Radio, Television, Education and Festivals and Administration.
Current job	The main job in which the employee worked in the survey reference week.
Dependants	All family members under 15 years of age; family members aged 15-19 attending school or aged 15-24 attending a tertiary educational institution full time, except those classified as husbands, wives, sole parents or other family heads.
Discouraged job seekers	Persons with marginal attachment to the labour force who wanted to work and were available to start work within 4 weeks but whose main reason for not taking active steps to find work was that believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training, skills or experience; no jobs in their locality or line of work; no jobs available at all. See also Marginal attachment to the labour force.
Duration of unemployment	The period from the time a person began looking for work or was stood down to the end of the survey reference week. Thus, surveys measure current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of reference week.

Glossary *continued*

Educational attainment	Relates to the highest qualification obtained. Includes qualifications other than those obtained from an educational institution (eg. nursing qualification obtained at a hospital).
Employed persons	Persons aged 15 years and over who, during the survey reference week: <ul style="list-style-type: none"> . worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or . worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or . were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than 4 weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than 4 weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or . were employers, self employed persons or unpaid family helpers who had a job, business or farm, but were not at work.
Employee	A person who worked for an employer for wages or salary; or in their own business, with or without employees, if that business was a limited liability company; or for payment in kind.
Employer	A person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees.
Family	Two or more people related by blood, marriage or a defacto relationship who live in the same household. There are three major family types: couple families, one parent families and families of related adults. Non-family members such as friends or boarders are excluded from the data on families. See Married couple families, One parent families, Other families.
Full-time workers	Employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the survey reference week.
Industry	Classified according to the Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification (1201.0).
Job leavers	Persons who have voluntarily ceased their last job.
Job losers	Persons who involuntarily ceased their last job. i.e. were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or their last job was running their own business and the business closed down because of financial difficulties.

Glossary *continued*

Job searching	Involves actively taking steps to find work during the current period of unemployment. This includes: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.
Labour force	All persons who, during the survey reference week, were employed or unemployed.
Labour force Status	A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined.
Main job	The job in which most hours are usually worked.
Marginal attachment to labour force	Persons who were not in the labour force in the reference week, but who wanted to work and: were actively looking for work but did not meet the criteria to be classified as unemployed; or were not actively looking for work but were available to start work within 4 weeks or could start work within 4 weeks if child care were available.
Married couple Families	Families which consist of a female and a male partner who are married or in a de facto relationship. May include one or more children and/or other adult family members.
Not fully employed workers	Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the survey reference week for economic reasons e.g. short time and insufficient work, and part-time workers who indicate that they would prefer to work more hours.
Not in the labour force	Persons who, during the survey reference week, were not in the categories employed or unemployed, as defined. Includes persons who were undertaking unpaid home management duties, retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation.
Not married	Persons who are not married includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household.
Occupation	Occupation is classified according to the Australian Standard Classification of Occupations (ASCO) - First Edition, Statistical Classification (1222.0)
One parent families	Families which consist of one parent and child(ren) and can include other adult family members.

Glossary *continued*

Other families	Families which are not married couple families or one parent families as defined. They include families in which there is a parent with only non-dependent children present, and families in which there is no parent, for example a family head living with a brother or sister.
Participation rate	An estimate of the labour force of any group expressed as a percentage of the civilian population of the same group.
Part-time workers	Employed persons who usually worked less than 35 hours a week and who did so during the survey reference week.
Permanent employees	Employees who were entitled to annual leave and sick leave in their current position.
Post-school Qualifications	Qualifications gained since leaving school by persons who had left school. Respondents indicated which of the following groups best described their highest qualification: degree, trade qualification, certificate or diploma, other post-school qualification. See also Other post-school qualifications.
Reference week	The week commencing Monday and ending Sunday immediately prior to the survey interview. Also known as the survey reference week.
Retired from full-time work	Persons aged 45 and over who had had a full-time job at some time and who had ceased full-time labour force activity (ie. were not working full time, were not looking for full-time work and did not intend to work full time at any time in the future). Persons who were unpaid voluntary workers in their last full-time job are excluded.
Self-employed	A person who operates her or his own economic enterprise, or engages independently in a profession or trade, but who hires no employees.
Superannuation scheme	Any fund, association, or organisation set up for the purpose of providing a financial benefit to members when they retire from work.
Underemployed workers	Workers who are "not fully employed" and who have taken active steps to find extra work and/or are available to take up work with more hours.
Unemployed persons	Persons aged 15 years and over who were not employed during the reference week, and: <ul style="list-style-type: none"> . had actively looked for full-time or part-time work at any time in the 4 weeks up to the end of the reference week and: <ul style="list-style-type: none"> (i) were available for work in the reference week, or would have been available except for a temporary illness (lasting for less than 4 weeks to the end of the reference week); or (ii) were waiting to start a new job within 4 weeks from the end of the reference week and would have started in the reference week if the job had been available then; or . were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than 4 weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown.

Glossary *continued*

**Unemployment
rate**

The number of unemployed persons in any group expressed as a percentage of the labour force in the same group.

**Unpaid family
helpers**

Prior to April 1986, unpaid family helpers and persons who worked 1-14 hours without pay in a family business or on a farm, or who had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. Since that time, such persons have been considered to be employed.

Weekly earnings

Amount of 'last total pay(s)' from wage or salary job(s) prior to the interview (ie. before taxation and other deductions had been made). For persons paid other than weekly, earnings are converted to a weekly equivalent. No adjustment is made for any back payment of wage increases or prepayment of leave, etc.

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